

12 August 1983

MEMORANDUM FOR: The Record

FROM:

C/HRPS

SUBJECT: Discussion with OP/CMO on
Professional Personnel Resources

1. On 12 August 1983, Ralph and I discussed the problem of developing a Personnel Officer model with . The ultimate aim of such a model would be to determine Personnel Generalist Officer and/or POT requirements.

2. In the discussion, it was agreed that some jobs would be excluded from the PGO career ladder. Therefore, the initial model will exclude:

- a. Officer positions in HRPS and ID/I&AB, as well as three positions in ID/ADRB (Mickey, Kevin, and Ron).
- b. 33 percent of all recruiter positions will be filled by non-PGO's.
- c. 10 percent of all Position Management Officers will be filled by Specialists.
- d. Two positions (GS-11 and GS-08) are Specialists.
- e. All Clerical and Technical positions.

3. Several current problems in the PGO ranks include:

- a. GS-10/11/12 employees with a narrow focus, and requirements (DDO/, DDI) for broad gauge skills.
- b. Rapid officer progression results in most of our broad gauge PGO's at grades higher than requirements (i.e. GS-14's with an average age of 43).

c. Generally felt need for more outsiders (i.e.: most GS-13 and above officers have degrees and 65 percent of GS-12's don't).

4. It looks like this model may need to incorporate grade breaks and qualifications data.



STAT

Distribution:

Original - PGO Study File

1 - Chrono

1 - Stayback

(12August1983)



STAT